Injury & Unemployment Division

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Civilian Personnel Management Service

Proven Record of FECA Cost Management

➢ **DoD FY 2003 FECA costs – $627,696,990**

➢ **FY 2003 costs represent an increase of 1.3% over FY 2002**

✓ **Even though less than ¼ of DoD costs are for medical treatment of injured workers, 60% of DoD's increase in FY2003 was due to the increase in medical costs for treatment of these employees.**

✓ **By contrast, total government FECA costs increased by 4.7% (to $2.323 billion) last year.**

✓ **Non-DoD FECA costs for the federal government increased by 6.0% last year.**

Proven Record of FECA Cost Management

➢ **For the past nine years, DoD has led the federal government in FECA cost containment**

✓ **Total DoD increase in actual dollars since FY 1994 is 4.0%**

✓ **During the same period, Government FECA costs as a whole have increased by 26.6%.**

✓ **DoD increases have been below the consumer price index for each of the last 9 years.**

➢ **Measured against total government FECA cost increases, DoD efforts have resulted in $136 million in cost avoidance.**
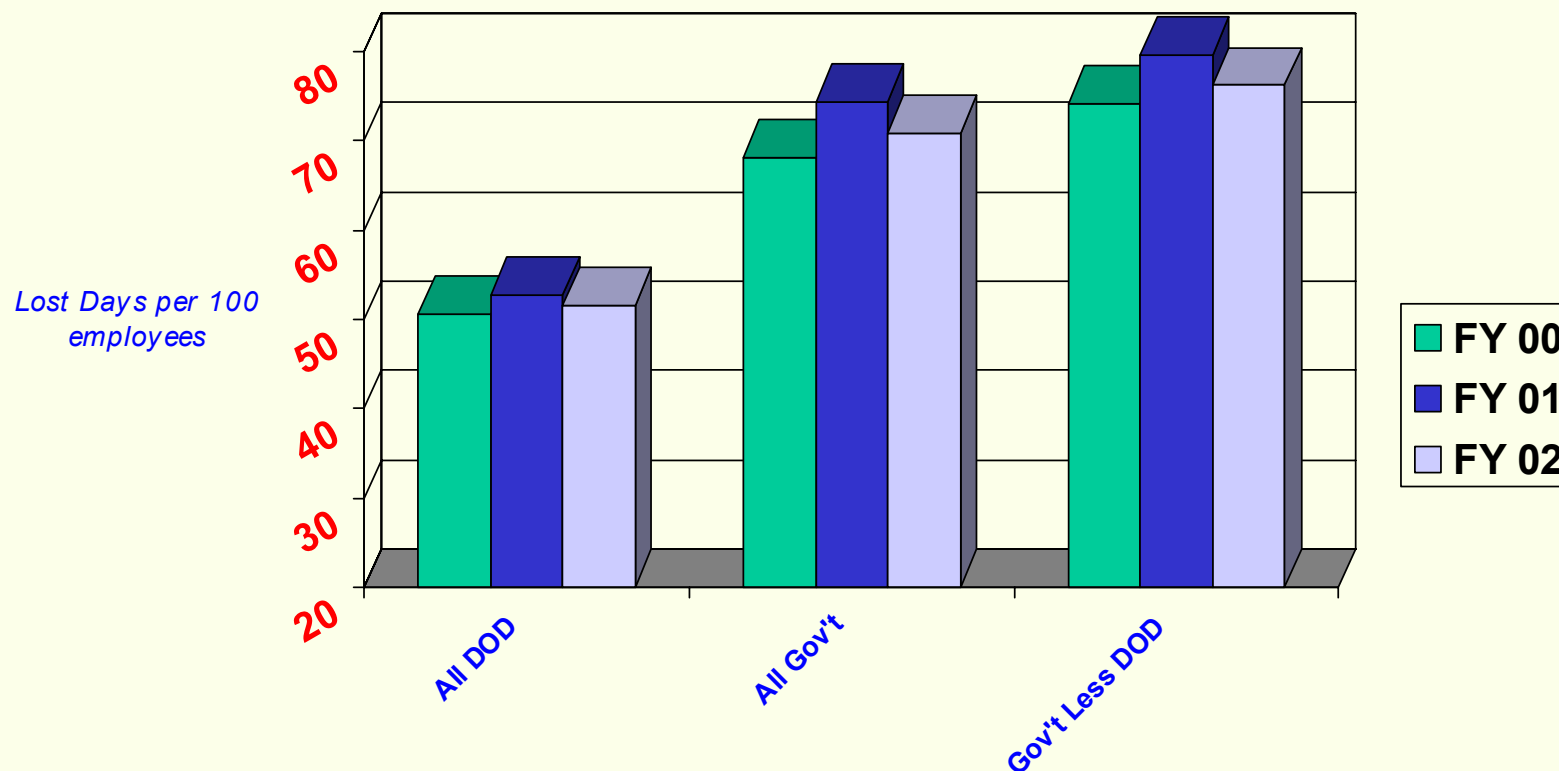
Proven Record of FECA Cost Management

Legend: DoD | All Govt. | Govt. w/o DoD | FECA CPI Effective March 1
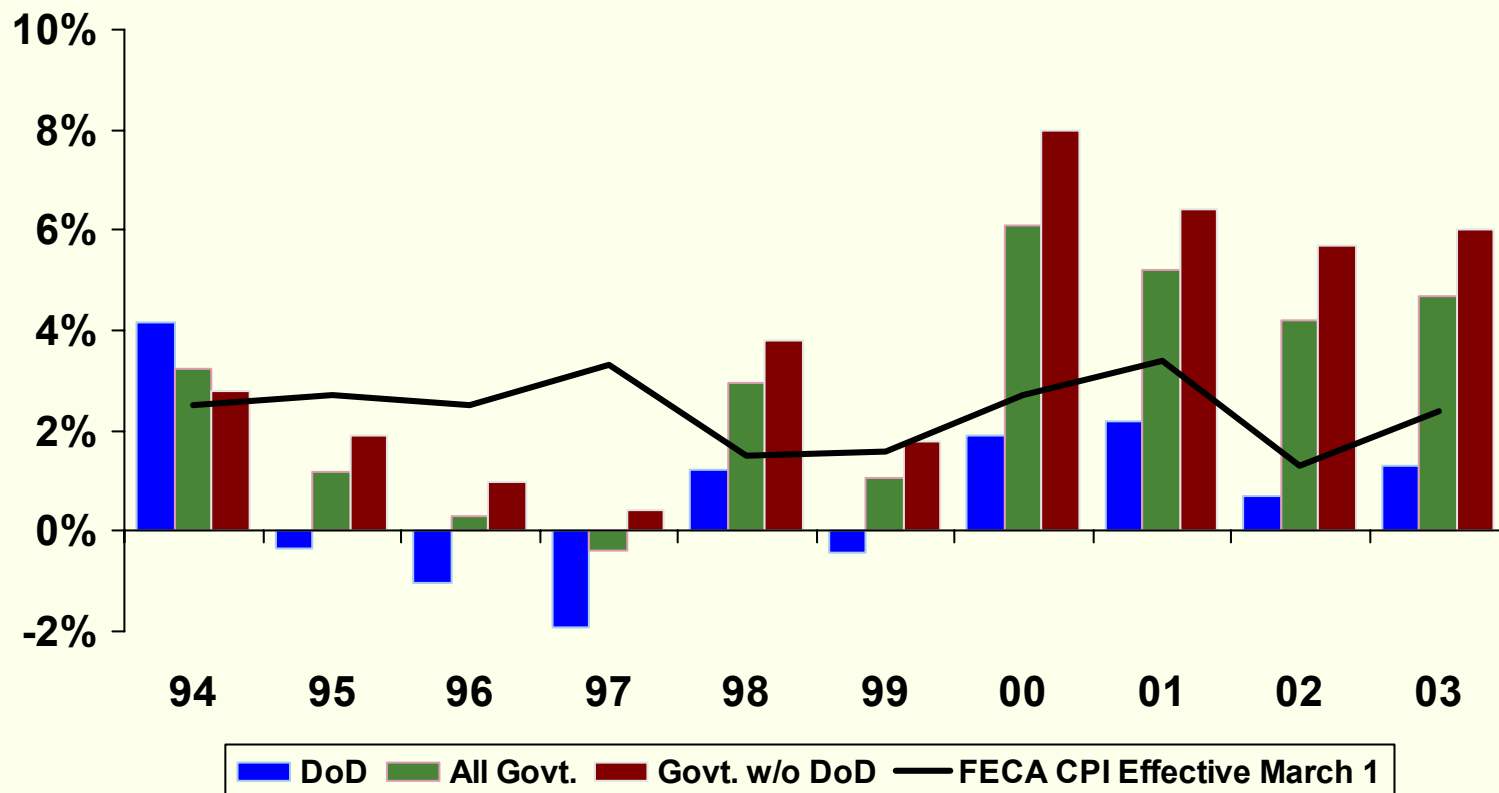
Percentage change in FECA Costs:
Government vs. DOD
FY 1994 – 2003

Lost Production Days: DoD vs. Rest of Government
FY 2000 - 2002

Lost Days per 100 employees

Legend: FY 00, FY 01, FY 02

Categories: All DOD, All Gov't, Gov't Less DOD

Lost Production Days: DoD vs. Rest of Government FY 2002

29%

19%

52%

■ USPS ■ Rest of Govt □ DOD
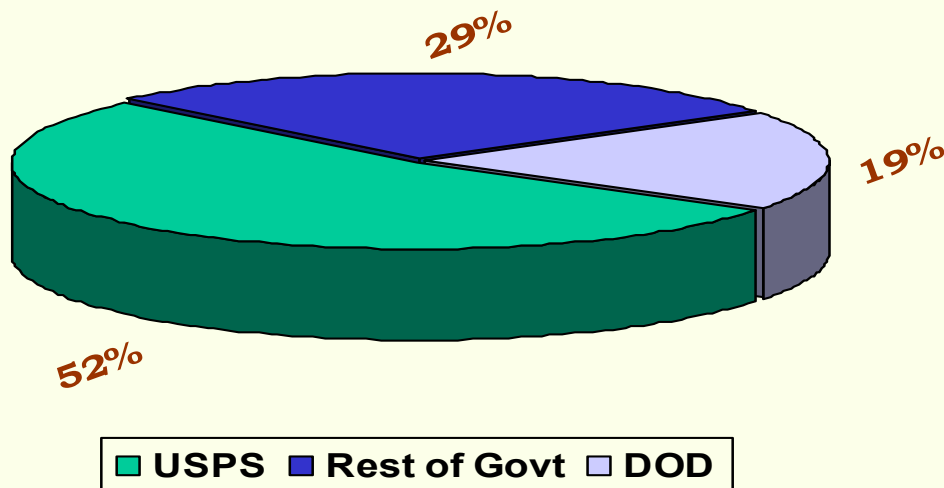
In FY 2002, DoD employees comprised more than 25% of the Federal civilian workforce, but generated only 19% of all FECA lost production days.

DoD Injury Compensation Program Structure

**Department of Defense
Civilian Personnel Policy (CPP)**
Sets DoD policy for Injury Compensation

⬇

**Defense Civilian Personnel Management
Service (CPMS), ICUC Division**
Provides administrative, technical and policy
support to Components & Installations.

⬇

**Component Headquarters (Army, Navy, AF,
Defense Agencies)**.
Responsible for Program Oversight

⬇

**Injury Compensation Program
Administrators (ICPAs)**.
Located in Civilian Personnel Offices

ICUC/Compensation Program Manager Responsibilities

✓ **Provide case management expertise**

✓ **Publish detailed operational guidance on all facets of Injury Compensation**

✓ **Conduct technical training for supervisors, ICPAs, and safety and occupational health personnel.**

✓ **Host annual DoD-wide FECA training conference**

✓ **Operate Defense Injury and Unemployment Compensation System (DIUCS) 2000 tracking system**

✓ **Oversee DOD-DOL Electronic Data Interchange**

✓ **Provide Injury Compensation liaison services**

Injury Compensation Liaisons

- ✓ **Support provided by ICUC representatives**

- ✓ **Offices co-located with DOL/OWCP district offices**

- ✓ **Have background in FECA and HR**

- ✓ **Link DOL and DoD installations**

- ✓ **Review FECA case files**

- ✓ **Accomplish home visits for long-term FECA claimants**

- ✓ **Provide re-employment assistance**

- ✓ **Perform staff visits to Defense installations**

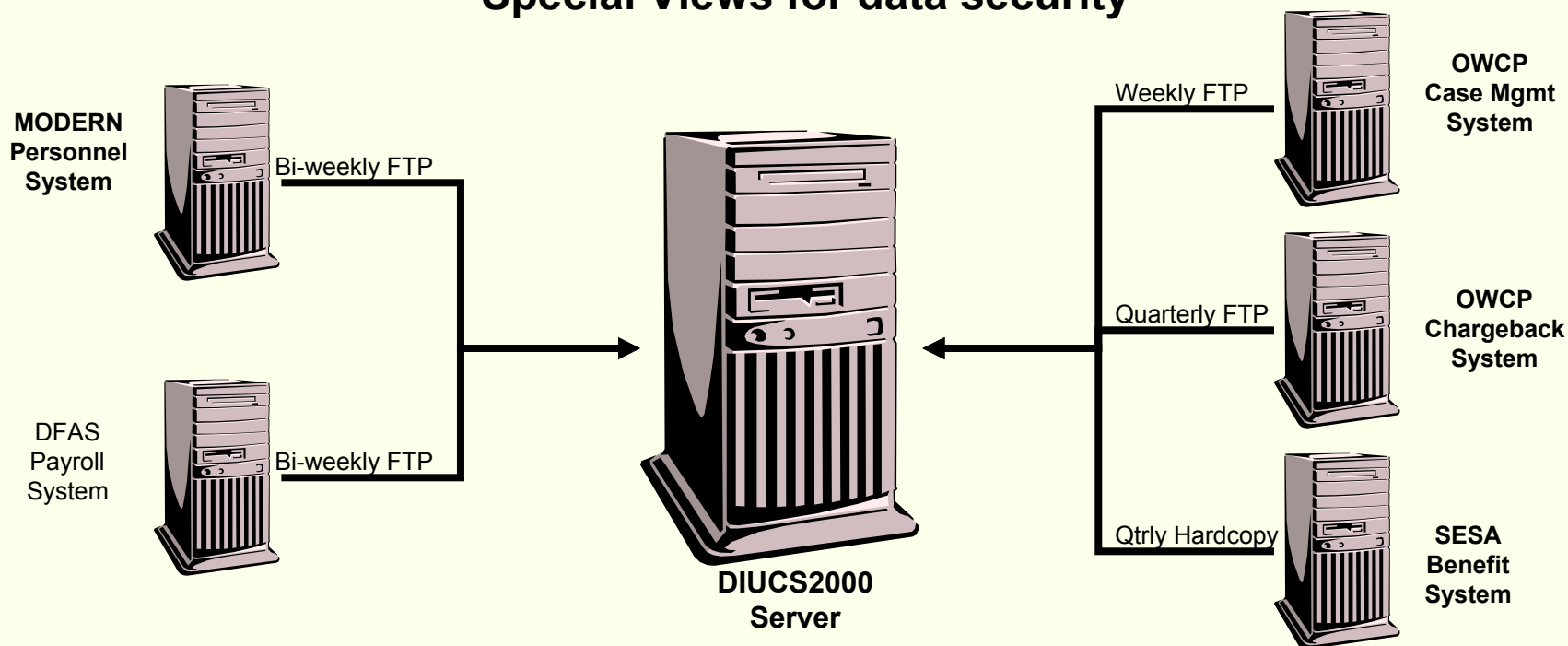# DoD Commitment – Improved Safety and Occupational Health

Secretary Rumsfeld initiative:

➢ **Reduction of lost workdays is a DoD priority**

➢ **Workplace injuries seen as military readiness issue**

✓ **Goal: 50% reduction in lost workday incidents**

✓ **Target: Reduction in the total number of lost workdays per claim**

➢ **New Initiatives are under development**

✓ **Establish new performance metrics**
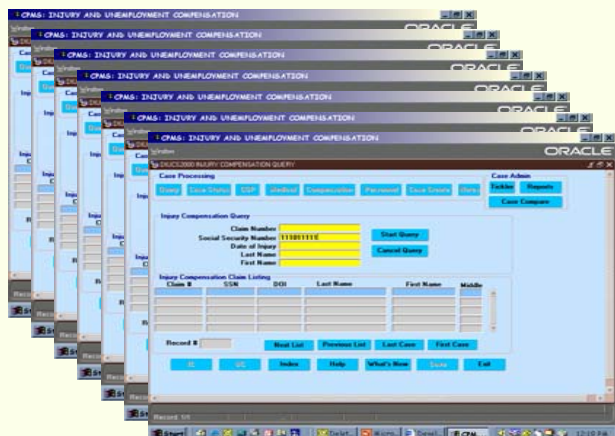
✓ **Create real-time mishap reporting**

Defense Injury and Unemployment Compensation System (DIUCS2000)

- **Web-based Application**
- **Centralized Database**
- **Geographic Level Security**
- **Special Views for data security**

MODERN Personnel System — Bi-weekly FTP → **DIUCS2000 Server**

DFAS Payroll System — Bi-weekly FTP → **DIUCS2000 Server**

Weekly FTP → **OWCP Case Mgmt System**

Quarterly FTP → **OWCP Chargeback System**

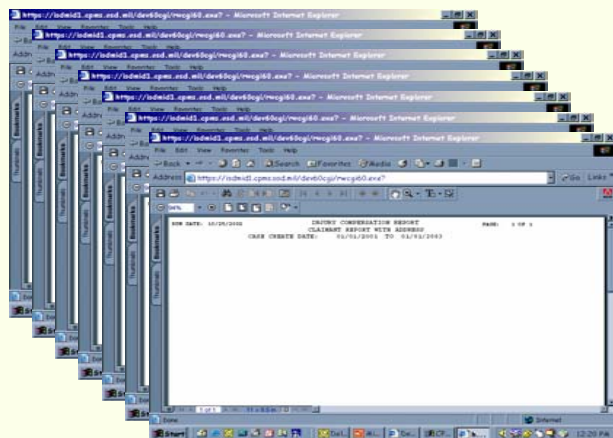Qtrly Hardcopy → **SESA Benefit System**

Defense Injury and Unemployment Compensation System (DIUCS2000)

Current Case Management Functions

- Case Query
- Case Status
- Continuation of Pay
- Medical Bill Payments

- Compensation Payments
- Personnel Information
- Case Create
- Notes & Tickler File

Current Reporting Functions

DETAIL REPORTS
- Chargeback Detail
- FECA Monthly Statement
- Claimant Report
- Medical Bill Payments
- Compensation Payments
- Tickler Reports

SUMMARY REPORTS
- Chargeback Code Costs
- Chargeback Summary
- DoL CPO Cost Summary

Electronic Data Interchange
EDI

Additional web application supported by the DIUCS2000 security and database that allows employees to electronically file workers' compensation claims.

Benefits include:

- Expedited claim form review via email notification
- On-Line authentication at ICPA level prior to transmittal
- Improved time-lag to meet filing requirements
- Integrated with DIUCS2000 to eliminate duplicate data entry
- 24-48 hour turn-around on OWCP case number assignments
- Elimination of data integrity issues with OWCP
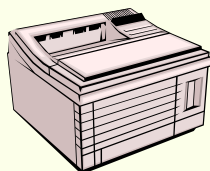- Expedited service supports quicker recovery of injured employee

EDI Workflow Process

BEGIN

Employee Reports the injury to his/her supervisor

Supervisor prints completed form

Supervisor electronically submits claim for processing

ICPA reviews claim for accuracy, enters appropriate codes, corrects any errors and authenticates or rejects the claim
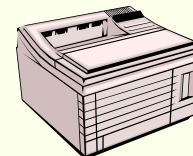
Supervisor and Employee complete the On-Line initiating claim form

Injured employee signs the printed copy of the initiating claim form
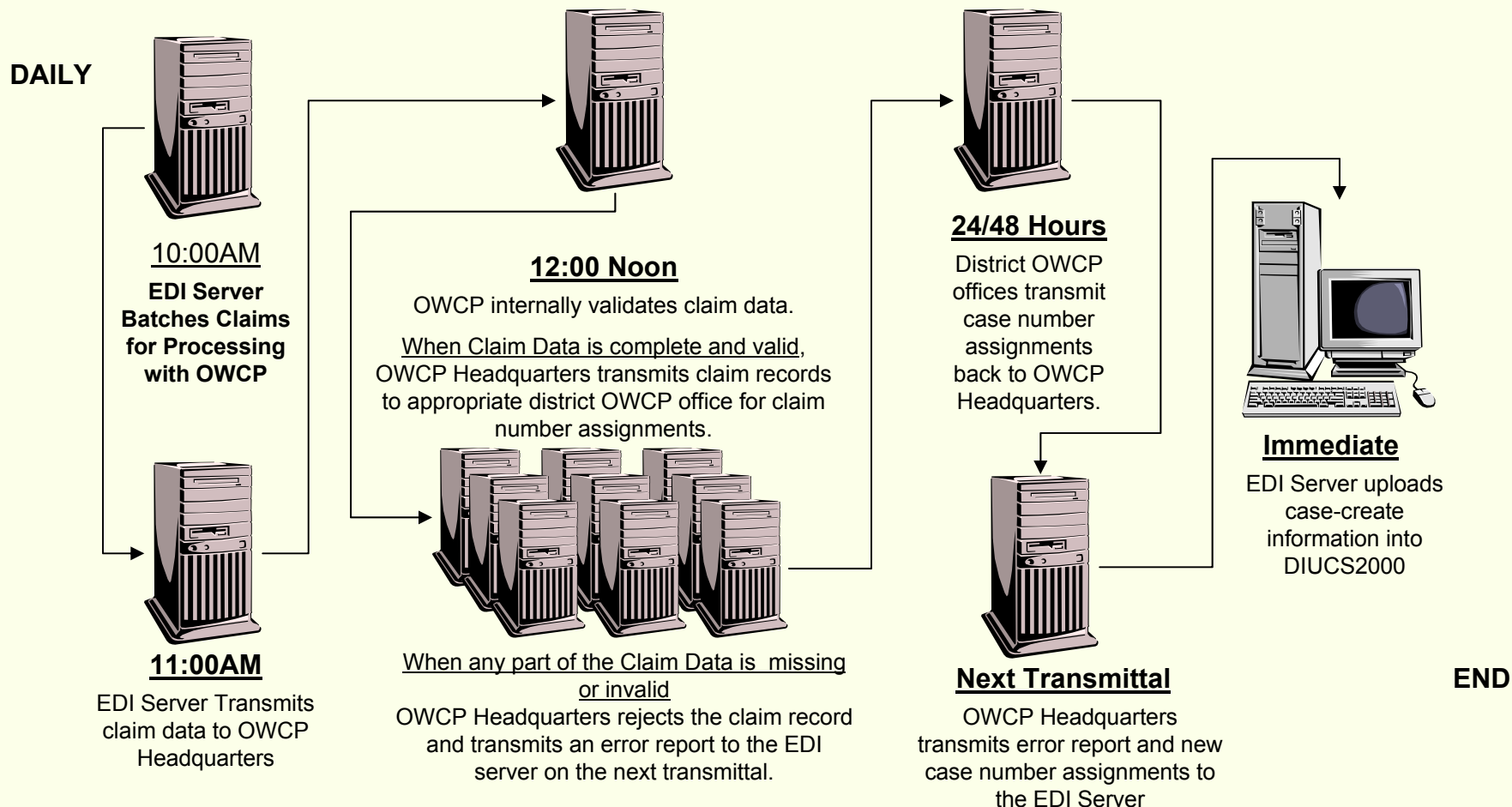
The responsible ICPA office is notified that a claim is awaiting authentication

ICPA Prints claim, and then clicks on the Approve and Submit button to transmit the claim to OWCP

Transmittal Process for EDI

DAILY

10:00AM

EDI Server Batches Claims for Processing with OWCP

11:00AM

EDI Server Transmits claim data to OWCP Headquarters

12:00 Noon

OWCP internally validates claim data.

When Claim Data is complete and valid, OWCP Headquarters transmits claim records to appropriate district OWCP office for claim number assignments.

When any part of the Claim Data is missing or invalid

OWCP Headquarters rejects the claim record and transmits an error report to the EDI server on the next transmittal.

24/48 Hours

District OWCP offices transmit case number assignments back to OWCP Headquarters.

Next Transmittal

OWCP Headquarters transmits error report and new case number assignments to the EDI Server

Immediate

EDI Server uploads case-create information into DIUCS2000

END

Defense Portal Analysis Center

CPMS-ICUC has designed the Defense Portal Analysis Center (DefPAC) containing reference material, links and access to reports and system support tools such as DIUCS and EDI from a single website.

DePAC is comprised of two tools; the Portal, and the Analysis Center.

The **Defense Portal** is the customizable user interface that you use to view, find, organize and share ICUC references, reports and queries on the Web.

The **Analysis Center** is a web-based reporting tool designed to support personnel, safety and occupational health gather statistical data necessary to identify areas to improve within each program.

DefPAC Security

DefPAC provides user class protection for data sources and servers.

This is combined with the security options that the systems administrator has established such as:

- ✓ password protection for data sources provided by the application

- ✓ relational database management system (RDBMS) passwords

User class protection is a type of security that prevents a user from viewing a data source unless the user provides a user name and password when prompted by the application. If the user is a member of the user class that has access to the data source, they are given access.

DefPAC Demonstration